

Tough bargains statewide lead to impasse

From Yreka to San Ysidro CTA chapters enter into negotiations every year to attain a settlement that helps their members. Unfortunately, many of the associations around the state cannot come to an agreement at the bargaining table with administration and this leads to a formal process called “impasse.” Throughout the process of impasse, CSO members work hand-in-hand with these chapters to get a fair and reasonable settlement.



when a new administration came to town. The SVEA members now find themselves approaching the bottom of the county in pay and benefits.

Dawn Murray is the Primary Contact Staff (PCS) for SVEA. She is a member of CSO and has partnered with SVEA members from the beginning. “I have been at the bargaining table with their team every step of the way,” said Murray.

“Arleigh Kidd (Region 3 Organizer) has been great, he has spent a bunch of nights up here working with their organizing team and getting them to the next level.” Often when a chapter goes into a bargaining crisis, CSO departmental staff come in to lend a hand and assist the chapter with communications and organizing.

For Cuyama Unified Educators, Andrew Oman (PCS) has been a

partner with their bargaining team from the start of the process. He assisted with preparation and has been at every negotiations session to work through some rather specious budget numbers presented by the administration. His breadth of experience has helped the chapter discover the administration hasn’t been totally forthright with them. His frustration is palpable, “These members delayed bargaining last year when the superintendent cried poverty and uncertainty. And then the district put money in the bank and refused to make any offer for 15-16.”

Both of these chapters are bracing for what is to come in their negotiations, but CSO members from around the state are standing strong with them to ensure a stronger union. These partnerships between CTA and CSO members are one of the myriad reasons CTA is so strong.

Red Zone: Issue continues into main bargain this spring

(Continued from Page 1) to allow CTA to move a two-percent-of-salary contribution from employees’ 401(K) accounts into the retirement trust for 10 years – enough to satisfy federal regulators. CTA would not settle unless the change was made permanent.

“We don’t need to have a permanent solution for a temporary problem,” Louissaint says. “We tell our chapters not to do that, and we aren’t going to do that.”

“Our union is just like yours,” she said. “We are trying to improve

“We want to protect our retirement, just like you.”

our working conditions, just like you. We have had added workloads, just like you. We want to protect our retirement, just like you.”

As the issue is unresolved, it will be added to the full contract bargain with the unions this spring (the agreement with CSO expires on Aug. 31, 2017).

CSO has just completed a one-on-one listening campaign with members to determine their bargaining priorities and to ask what they are willing to do to get a fair settlement. Louissaint says she hopes that CTA will be more reasonable as the full bargain progresses.

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A CSO publication

Red Zone Update:

CTA wants a permanent fix for temporary retirement issue



It is an axiom many CSO members have shared with many chapter bargaining teams.

“Don’t bargain a permanent solution to a temporary problem.”

For example, if the District has a temporary shortfall, don’t bargain a permanent pay cut to deal with it. If you have to give up money, make it a one-time give, because you will never get it back.

And yet, that is exactly what CTA sought to take from CSO and CAS in our bargaining to fix

our retirement “Red Zone.”

Last February, CTA and its unions learned that its staff and management retirement plans were underfunded and were going to enter into the “Yellow Zone,” a condition that indicated changes were needed to keep the plan funded as required by law. To have more flexibility in making changes, CTA and its unions agreed to go straight into the retirement “Red Zone.”

CSO Bargaining

Chair Rosemary Louis-saint says the union agreed to this as it expected this would be an “easy fix,” as it had been when this occurred once before. Almost a year later that is not how it turned out.

“We agreed to terms that would allow our retirement plan to be solid for at least 10 years, as required by law,” Louis-saint says. “But that was not enough for CTA.”

Among other changes, CSO and CAS agreed (See Red Zone, Page 4)

MARCH ON! CSO, CTA members march together for equality, decency, human rights



CSO, CAS and CTA members, and their family and friends, took to the streets with hundreds of thousands of women and men from across the country for Women's March of Washington events from Los Angeles to Washington D.C.



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Save the Date!
There will be a CSO reception open to all State Council members the evening of Saturday, March 25.